



Surrey Compact

The Surrey Compact is a commitment to continually improve relationships between the public, voluntary and community sector and organisations representing service users and carers.

Equality and Diversity Code

July 2010

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THE SURREY COMPACT CODE OF GOOD PRACTICE ON EQUALITY AND DIVERSITY

1. INTRODUCTION

The Surrey Compact is a set of principles within which the statutory, voluntary, community and faith sectors agree to work and to recognise and value the diversity that exists in society generally and in Surrey.

It aims to promote the inclusion of groups and individuals that have in the past been under-represented or excluded, for the benefit of both individuals who make up those groups and the communities, villages and neighbourhoods.

This code is one of the six codes that describe how the Compact will work in practice.

The partners using the Compact are committed to:

- Recognising that everyone is different in terms of their race, age, gender, disability, sexual orientation, faith or belief;
- Recognising the importance of equality and diversity and human rights to a prosperous and cohesive society;
- Developing effective methods so all groups can get involved;
- Supporting marginalised groups;
- Celebrating people's differences in our communities.

2. EQUALITY AND DIVERSITY

Surrey has a diverse range of communities with many unmet needs within them. Commitment to applying the principles of equality of opportunity is a central part of a fair and democratic society.

We recognise that issues of equality and diversity take many forms. This code will help to ensure that the different communities of Surrey can get involved. The code confirms the commitment of

partners to address the inequalities facing Surrey's residents including:

Rural communities
People who use services and carers
Disabled people
People of all genders
People of all sexualities
Religion and belief groups
Young people
Older people
Black and minority ethnic communities
Asylum seekers and refugees
Gypsies and Travellers
Those on a lower income

3. IN SUPPORTING THIS CODE

3.1 All sectors undertake to:

Include equality and diversity as a key requirement in new policy development evidenced by:

- i. Access to, and active promotion of, services
- ii. A requirement for training
- iii. Proactive encouragement to think in terms of needs by
 - Supporting participation by disadvantaged groups in service development
 - Monitoring the usage of services by all groups/agencies;
 - Introducing specific conditions in funding agreements and appropriate monitoring measures in line with legislative requirements;
 - Analysing and developing actions, as necessary, to increase equality of access to services;
 - Promoting fair employment practices in recruitment, selection, retention, training and development, support, supervision and appraisal and introduce employment monitoring mechanisms which can measure these;
 - Complying with up-to-date legislation to ensure reasonable provision of services on an equality and diversity basis;
 - Specifically and actively promoting and encouraging ongoing partnership links;

- Promoting equality and diversity in all day-to-day activities;
- Giving full attention to the needs of individual groups that are protected from discrimination through legislation;
- Supporting local action, dialogue and understanding between different organisations and communities;
- Actively supporting inclusive communities;
- Sharing training resources/expertise where appropriate on equality and diversity;
- Celebrating equality and diversity.

3.2 The Statutory sector will also undertake to:

- Ensure that any ongoing review of policies, planning and procedures includes evidence, such as application of an equality impact assessment, to ensure that no particular group is disadvantaged by existing or new policies;
- Review the organisation's published Equality and Diversity Policy as required;
- Use the appropriate tool or framework to continue improving delivery of fair and accessible services.

3.3 The Voluntary, Community and Faith sector will also undertake to:

- Ensure that any ongoing review of policies, planning and procedures includes evidence to ensure that no particular group is disadvantaged by existing policies
- Develop and adopt an Equality and Diversity Policy or statement, as appropriate;
- Maximise communication in an effective manner, as appropriate to the size of the organisation.

4. POLICIES AND LEGISLATION

This Code links to existing laws and ways of working and should be used in conjunction with the National Association of Voluntary and Community Action

(NAVCA) 'Toolkit for Developing and Implementing Equal Opportunities Policies' and any other guidance available for the promotion of equality and diversity.

Partner organisations should be aware of their responsibilities under both domestic (United Kingdom) and European legislation on equalities and Human Rights issues.

Each organisation will have its own policies and procedures regarding equalities that comply with relevant legislation.

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Requests for other formats of this document and replies to the consultation should be addressed to:

**Barbara Musgrave,
Director Surrey Compact
Guildford Borough Council
Millmead House, Millmead
Guildford GU2 4BB**

email: barbara@surreycompact.org

Tel: 01483 444408 mob: 07770 445763

www.surreycompact.org